



CITY OF TAMARAC, FLORIDA
DIRECTOR OF PUBLIC SERVICES

MGT



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WELCOME TO TAMARAC - THE CITY FOR YOUR LIFE!

Tamarac offers an exceptional blend of suburban comfort and vibrant community life. With a population around 74,000, the city maintains a safe atmosphere with violent crime 44% lower than the U.S. average making it appealing for families and retirees alike. Its affordable housing market with median home values hovering around \$317,000 (below national averages) with numerous single-family homes, condos, and townhomes offers solid entry points for buyers and investors.

Nestled in northwest Broward County, Tamarac's strategic location gives residents easy access to Fort Lauderdale, Miami, the Everglades, and South Florida's renowned beaches via major highways like the Florida's Turnpike, I 595, and Sawgrass Expressway.

The city has year-round sunshine while making a lasting impact in a vibrant, growing community! Outdoor enthusiasts and families will find plenty to enjoy across 16 parks including a waterfront linear park, skate park, and dog park plus premier recreation centers with aquatic facilities, tennis, basketball, and an arts and crafts festival. The city hosts lively weekly farmers markets, multicultural events, robust public art, and community-driven fitness classes and sports leagues all supported by city-run shuttles and accessible amenities. This strong infrastructure fosters an active, engaged lifestyle that, when paired with Tamarac's diverse demographics and strong sense of belonging, makes it a truly wonderful place to call home.

Total city budget is \$294 million, and citywide workforce is 467 FTE.



CITY GOVERNMENT

The City of Tamarac operates under a Commission-Manager form of government. The five-member City Commission consists of four Commissioners, each elected by district, and a Mayor elected at large.

The Commission is responsible for setting policy, adopting the annual budget, establishing community goals and objectives and making decisions that shape the quality of life in the community. The City Commission appoints a City Manager who oversees the daily operations of the City, while at the same time carrying out the Commission initiatives and directives. A City Attorney has also been appointed to manage the City’s legal affairs.

THE DEPARTMENT

The Public Services Department is dedicated to maintaining and enhancing the city’s essential infrastructure, utilities, and environmental systems. Divisions ensure safe, sustainable, and efficient services for residents and businesses and include:

ENGINEERING

Manages design, review, and inspection of public infrastructure projects such as roads, sidewalks, sewer systems, traffic calming devices (e.g., speed humps), and utility coordination.

CAPITAL IMPROVEMENT PROJECTS (CIP)

Oversees planning and delivery of major infrastructure and facilities upgrades.

WATER SERVICES

Ensures the purification and safe delivery of potable water.

SOLID WASTE / RECYCLING

Supports compliance with Florida’s waste management requirements.

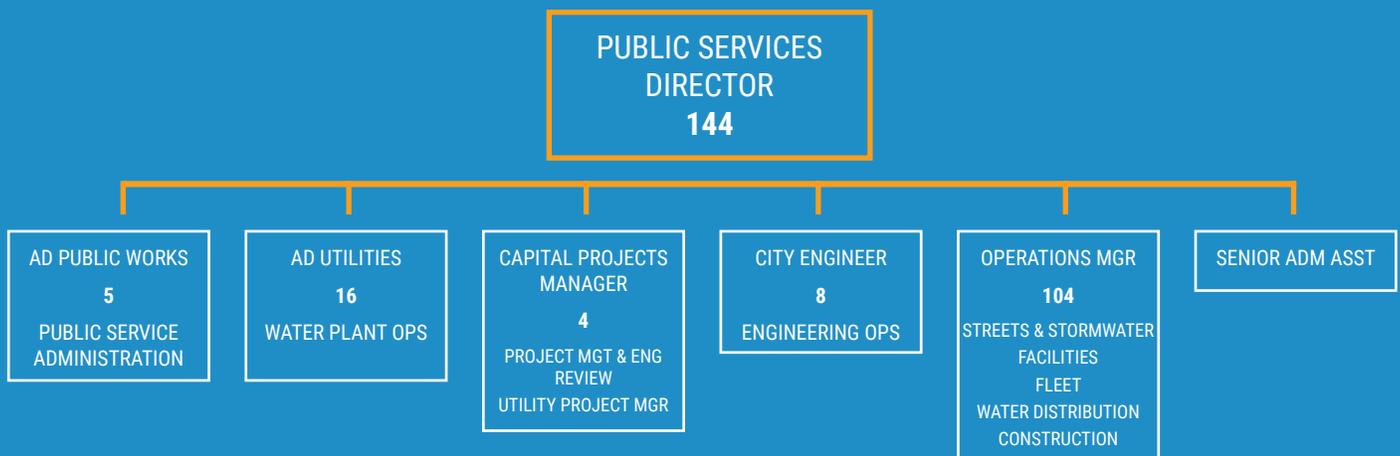
STORMWATER (CANAL/LAKE)

Maintains the city’s canals and lakes: controlling aquatic vegetation, clearing debris, inspecting and repairing drainage structures, and implementing minor infrastructure improvements.

STREETS & SIGNS

Maintains and repairs city-owned streets, sidewalks, guardrails, and streetlights, including rapid response for pothole repairs.

PUBLIC SERVICES DEPARTMENT ORGANIZATIONAL CHART



THE POSITION

The Director of Public Services is a senior leadership role responsible for planning, directing, and managing the City's Public Services Department, which includes 11 divisions such as public works, utilities, stormwater, engineering, grounds maintenance, and capital improvement plan projects. This position ensures efficient service delivery, regulatory compliance, and infrastructure development to meet the needs of a growing population.

The position reports directly to the City Manager and is responsible for overseeing a departmental budget of \$69.5 million. The department includes 146 employees, with six direct reports: the Assistant Director of Public Works, Assistant Director of Utilities, Capital Projects Manager, City Engineer, Operations Manager, and Senior Administrative Assistant.

Note: Job description, minimum qualifications, and the standards required to perform the essential functions are detailed in the official [Director, Public Services job description](#).

RESPONSIBILITIES

- Oversee design, construction, maintenance, and operations of city infrastructure, utilities, and facilities.
- Manage the City's Capital Improvement Program and departmental budgets.
- Direct engineering functions, including traffic systems, GIS, and asset management.
- Coordinate with local, state, and federal agencies for compliance and funding.
- Lead strategic planning for public works and utilities.
- Respond to emergencies and ensure operational continuity during disasters.

MINIMUM QUALIFICATIONS

- Bachelor's degree in civil or environmental engineering.
- 10 years of progressively responsible experience in public works/services, including 5 years in management and 3 years in senior administration.
- Florida Professional Engineer (PE) license or active license from another state with the ability to obtain a Florida PE license by endorsement within 6 months of hire.
- Valid Florida Driver License.
- NIMS certification (sponsored by the City).



KEY CHARACTERISTICS

The successful candidate will embody a blend of technical expertise, strategic vision, and leadership excellence.

- **Accountability and Ownership** – Treats the department as a business, demonstrating transparency, responsibility, and a commitment to results.
- **Strategic and Innovative Thinker** – Resourceful beyond traditional approaches, with the ability to implement creative solutions and drive modernization.
- **Long-Term Commitment** – Dedicated to the role and organization, aiming for stability and continuity over several years.
- **Strong Communicator and Presenter** – Skilled at engaging elected officials, stakeholders, and the public with clarity and confidence.
- **Mentor Leadership Style** – Fosters collaboration, supports team development, and creates a positive, high-performing culture.
- **Technical Expertise** – Holds an active Florida PE license and brings experience in capital improvement planning, water distribution, stormwater, and facilities management.
- **Emergency Management Awareness** – Understands the critical role of emergency preparedness and response in public services and willingness to take a leadership role in City emergency plans.
- **High Energy and Enthusiasm** – Motivates teams to deliver successful projects and embraces opportunities to create impactful community assets.
- **Adaptable and Resilient** – Thrives in a dynamic environment, aligning organizational structure with best practices and ensuring compliance and sustainability.

THE ROAD AHEAD: KEY CHALLENGES AND OPPORTUNITIES

KEY PRIORITIES

- Lead a large, multi-division department with complex infrastructure responsibilities.
- Manage numerous CIP projects currently underway while navigating funding constraints, including reliance on enterprise funds and cautious approaches to water rate adjustments that limit fund balance growth.
- Work closely with city leaders and the Commission to align on the importance of infrastructure investments while balancing community expectations for more visible enhancements.
- Implement new state regulations for stormwater, utilities, and solid waste as outlined in recent legislation.
- Keep major capital improvement projects on schedule while maintaining day-to-day operations.
- Ensure compliance and sustainability in a rapidly growing community.
- Coordinate long-term planning efforts with multiple agencies and stakeholders.

STRATEGIC OPPORTUNITIES

- Collaborate with leadership and elected officials to shape policy and deliver capital projects that create lasting community impact. Bring enthusiasm and energy to inspire and motivate your team toward successful project delivery, with a passion for developing public assets such as water treatment facilities, parks, and recreational amenities.
- Join a leadership team committed to modernization and excellence, applying a business-minded approach to departmental operations while leveraging your ability to mentor and guide a creative vision for change when needed.
- Work alongside high-performing professionals dedicated to achieving departmental goals and objectives.
- Drive innovation in infrastructure, environmental resilience, and public services.
- Enjoy a city known for year-round sunshine and a strong quality of life, located in one of Southwest Florida's most affordable areas yet just minutes from urban amenities in Fort Lauderdale and world-renowned beaches.





TAMARAC IS TRANSFORMING

Once a quiet retirement community, Tamarac is now emerging as a dynamic, family-friendly city where residents, businesses, and entrepreneurs thrive. The [Tamarac 2025 Comprehensive Plan](#) establishes a long-term framework shaping Tamarac's growth, infrastructure, sustainability, and community priorities. For the Director of Public Services, this carries several significant implications:

STRATEGIC INFRASTRUCTURE DELIVERY

- Alignment with long-range goals
- Infrastructure implementation

ENHANCED CAPITAL IMPROVEMENTS MANAGEMENT

- Program coordination
- Accountability and transparency

STORMWATER & ENVIRONMENTAL RESILIENCE

- Stormwater system upgrades
- NPDES compliance

WATER & UTILITY SUSTAINABILITY

- Infrastructure capacity planning
- Water quality & conservation

MULTIMODAL TRANSPORTATION & STREET NETWORKS

- Transportation element integration
- Interagency collaboration

ORGANIZATIONAL & COMMUNITY IMPLEMENTATION

- Strategic planning partnership
- Community engagement

POLICY & ADMINISTRATIVE OVERSIGHT

- Regulatory alignment
- Performance monitoring



OTHER IMPORTANT INFORMATION

To apply, please go to: www.GovHRjobs.com and submit a cover letter, resume, responses to supplemental questions and 4-5 supervisory or professional reference online by Friday, March 27, 2026. Applications will be reviewed as they are received, and the posting may close once a suitable candidate is identified.

Confidential questions regarding recruitment may be directed to: Joan Walko, MGT Senior Consultant, (410) 499-9586.

Hiring range for the position is up to \$200,000 depending on qualifications. In addition, there is a car allowance of \$600/month and a cell phone allowance of \$75/month.

Annual Pay Increase of 6% is anticipated effective January 1, 2027.

Florida Sunshine Laws – Please be aware that all aspects of this recruitment are open to public records requests throughout the process.

Veterans Preference - In accordance with F.S. 295, eligible veterans and their spouses shall be given preference in the appointment and retention of employment.

For preference, eligible applicants must:

- Complete the [City of Tamarac Veterans' Preference Claim Form](#)
- Provide a copy of their DD214 (separation papers) or military discharge documents.
- Indicate their Veterans' Preference status on each submitted application.

Note: The claim form and all supporting documents must be included for each job application.

Employee Benefits - Tamarac believes it is important to provide you and your family with comprehensive benefits designed to support your physical, emotional & financial wellbeing. For more specifics on this excellent package, go to: [City of Tamarac Employee Benefits Summary](#). This position will also be eligible for additional executive benefits such as relocation assistance (based on location), car allowance, generous vacation and sick leave accrual and others.

The City of Tamarac is a drug-free workplace. Recommended candidates must pass a pre-employment drug screening prior to appointment, as appropriate.